



YOUTH SERVICES INTERNATIONAL

Thompson Academy

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Memo

To: Darryl Olson, DJJ South Region Director
From: Jasir Diab, Facility Administrator
CC: Dennis Yeskey, DJJ Chief of Program Support
Jesse Williams, Jr., YSI-Sr. VP Juvenile Division
Eric Gallon, YSI-VP Juvenile Operations
Date: April 29, 2004
Re: Letter of concern as discussed during April 9, 2004 meeting at Thompson

As requested, please accept this as a follow-up to our meeting which occurred on April 9, 2004 at Thompson regarding concerns I had about the relationship or its lack there of between myself, the facility administrator, and Mr. Blanton, DJJ Program Monitor. The following concerns were discussed:

- On February 12, 2004, the Thompson Academy (TA) invoice was submitted to Jerry Blanton, Program Monitor at TA in the courtyard. The invoice was rejected by Mr. Blanton stating " I told you that you will only be able to bill for 80....friendships are off and I will not accept it until it is changed to reflect 80".
- During every site visit Mr. Blanton continuously enters the program from every door except the main entrance. This also occurred the day of the audit (3/23-24/04).
- Mr. Blanton intimidates certain staff by requiring that they give him certain information even after being told that they do not have the information and to please go to the supervisor or AFA. Mr. Blanton's response was "if I wanted it from them I would ask, I need you to get it..."
- During the week of 3/15/04, Mr. Blanton conducted an unannounced visit to Lakes building. He discovered that there were 4 female staff on duty with 35 youth. As he questioned how many and which staff was there he commented in the dayroom in front of the youth " Oh no I'm not having that, they got 4 females on duty, uh uh!". At which time he proceeded to pull the staff from their assigned posts into the staff station for an unknown amount of time to

- speak with them thus leaving 35 youth unsupervised. Upon exiting from the meeting with the staff he went on to comment in front of one of the youth that "if they would not fire people then they would have staff to put here..".
- During several site visits by Mr. Blanton, he would come to the FA or AFA stating there are issues that affect or involve staff or things that staff are saying. When asked which staff or who the staff is or to give specific information regarding the issue or incident he would reply that's irrelevant thus making it difficult to address the issue. During a site visit by Mr. Blanton and Mr. Yeskey, Mr. Blanton proceeded to state that there was an issue with a staff. When he was asked which staff he responded that is irrelevant and that I should address it. I responded by saying that I need more information in order to better understand the problem. Mr. Blanton proceeded to say "oh you don't know then you need to figure out what is going on". At this point I turned to Mr. Yeskey and Blanton and stated that unless you can give me specific information and identify what the actual problem is then there is no problem for the management of TA to address.
- It appears that Mr. Blanton in the past had instructed previous PSF employees to call him directly when there are problems, thus undermining the management of the facility. During the first few weeks at TA, staff would threaten management with the fact that they would call Blanton. All employees were trained about the appropriate chain of command and the various roles of management, DJJ and staff. It was also discovered that he had also told a few youth to write down their issues and forward it to him personally to address, thus undermining the grievance process.
- During the transition of the facility Mr. Blanton insisted that the organization chart should include the name of every staff, the building they are assigned to and the shift that they are scheduled to work. At this point he was told that a staff schedule would be provided and was provided to reflect the shift and post that staff was assigned to. In addition, a staff roster was provided to show the employee names, position and dates of hire. He insisted that he would not accept an organization chart unless it specified, every employees name, their assigned post and shift.

If you have any further questions or concerns please feel free to contact me at (954) 967-6355.

Respectfully submitted,

Jasir Diab
Facility Administrator